

## WEBSITE TERMS OF USE

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### 1. About these terms

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### 2. General information only

The content on this website is provided for general information only. It is not legal advice, employment law advice, financial advice, tax advice or a substitute for advice tailored to your organisation's circumstances.

### 3. No client relationship from website use

Using this website, submitting a form or downloading information does not create a client, adviser or consultant relationship with us. A client relationship starts only when we both sign or otherwise accept a written proposal, statement of work or consulting agreement.

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- interfere with website security or operation;
- upload malicious code;
- use the website for unlawful, misleading or harmful activity;
- infringe our intellectual property or anyone else's rights.

### 5. Intellectual property

Unless stated otherwise, we own or license the content on this website, including text, templates, graphics, branding, downloads and layout. You may view and download content for your own internal reference. You must not reproduce, adapt, distribute or commercially exploit it without our written consent.

## 6. Accuracy and availability

We aim to keep website content accurate and current, but we do not guarantee that it is complete, current or suitable for your particular needs. We may change, suspend or remove website content at any time.

## 7. Third-party links and tools

This website may link to third-party websites or use third-party tools. We do not control those websites or tools and are not responsible for their content, security, privacy practices or availability.

## 8. Liability

To the maximum extent permitted by law, we are not liable for loss arising from use of, or reliance on, this website or linked third-party websites. Nothing in these terms excludes, restricts or modifies any right or guarantee that cannot lawfully be excluded, restricted or modified under Australian law.

## 9. Privacy

Our handling of personal information is described in our Privacy Policy.

## 10. Changes to these terms

We may update these Terms of Use from time to time. The updated version will be published on this website.

## 11. Governing law

These terms are governed by the laws of Australia. You submit to the non-exclusive jurisdiction of the courts of that Country.

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